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of jobs, you have a turn-over of people some place between 24 and 50 percent, depending on who you talk to. You have too large a turn-over of state employees and you lose momentum. If you have too large a turn-over of those in key positions, such as in the Highway Department where we're talking about those in the middle-management brackets, those who graduated from Engineering college and have been with the Highway Department 5, 6, 7 years. If you lose too many of those then the state's in trouble. We're faced, in an inflationary time, with an attempt to try to be fair to state employees, to try to keep them in their positions, if we can, at the same time try to be fair to the taxpayer whose faced with the same delilma, as far as the economy is concerned, that a state employee is. I think sometimes in this Legislature we overlook that taxpayer whose also a part of the problem that we have to face when we're making decisions. I think some place between what the majority of the committee did in the 5 percent plus \$468, which is a little larger then we recommended last year, is as fair a solution to the problem as you'll find at the moment.

PRESIDENT: Senator Stull, for what purpose do you arise?

SENATOR STULL: Mr. President, was he closing?

PRESIDENT: Yes.

SENATOR STULL: OK.

PRESIDENT: Senator Stull, it has been the Chair's consistent ruling that if you're asking a question for information . . .

SENATOR STULL: No, no.

PRESIDENT: . . . it's allowable.

SENATOR STULL: Mr. President, I think there was one statement that could have been interpreted that this \$468 was a lump sum on the first of July and that isn't so. It's divided over a twelve month period.

PRESIDENT: Senator Marvel, was there anything in Senator Stull's statement that you feel you should respond to in fairness?

SENATOR MARVEL: The \$468 that is a part of the formula is set up, as I understand it, on the basis of \$39 per month rather than being paid in a lump sum. Maybe Senator Simpson also . . . well I'll just answer it with that statement.

PRESIDENT: The Clerk advises me that there are no committee amendments to the bill. The question is shall LB 588 be advanced to E & R initial. Record your vote. Record Mr. Clerk.

CLERK: 25 ayes, 0 nays, 24 not voting.

PRESIDENT: The motion carries. The bill is so advanced.